INDEX FOR 1996

Key to Pagination

Issue No.	Pages	Issue No.	Pages
1	1–274	3	549–786
2	275–548	4	787–1076

Articles

ARTHUR, JR., WINFRED, DOVERSPIKE, DENNIS, and BARRETT, GERALD V. *Development of a Job Analysis-Based Procedure for Weighting and Combining Content-Related Tests into a Single Test Battery Score* 971
ARVEY, RICHARD D. (See Yang) 651
ASHWORTH, STEVEN D. (See Schneider) 695
BAKER, DAVID P. (See Smith-Jentsch) 909
BARRETT, GERALD V. (See Arthur) 971
BECKSTEIN, BRENDEN A. (See Gilliland) 669
BLOOM, MATTHEW C. (See Erez) 275
BURKE, MICHAEL J., RUPINSKI, MELVIN T., DUNLAP, WILLIAM P., and DAVISON, HEATHER K. *Do Situational Variables Act as Substantive Causes of Relationships Between Individual Difference Variables? Two Large-Scale Tests of "Common Cause" Models* .. 573
CAMPION, MICHAEL A., PAPPER, ELLEN M., and MEDSKER, GINA J. *Relations Between Work Team Characteristics and Effectiveness: A Replication and Extension* 429
CARDY, ROBERT L. (See Stewart) 143
CARR, LINDA (See Schneider) 695
CARSON, KENNETH P. (See Stewart) 143
CONNELLY, MARY SHANE (See Mumford) 361
CONNERLEY, MARY (See Mael) 613
COSTANZA, DAVID P. (See Mumford) 361
DAVISON, HEATHER K. (See Burke) 573
DECORTE, WILFRIED *Recruitment and Retention Decisions that Maximize the Utility of a Probationary Selection to Obtain a Fixed Quota of Successful Selectees* 399
DENISI, ANGELO S. (See Varma) 341
DOVERSPIKE, DENNIS (See Arthur) 971
DUNLAP, WILLIAM P. (See Burke) 573
EREZ, AMIR, BLOOM, MATTHEW C., and WELLS, MARTIN T. *Using Random Rather Than Fixed Effects Models in Meta-Analysis: Implications for Situational Specificity and Validity* 275
GILLILAND, STEPHEN W., and BECKSTEIN, BRENDEN A. *Procedural and Distributive Justice in the Editorial Review Process* 669

HANNON, JOHN M. (See Sturman) 883
HARMS, HARVEY J. (See Overton) 455
HIGGS, A. CATHERINE (See Schneider) 695
HOFMANN, DAVID A. and STETZER, ADAM *A Cross-Level Investigation of Factors Influencing Unsafe Behaviors and Accidents* ... 307
HUNT, STEVEN T. *Generic Work Behavior: An Investigation Into the Dimensions of Entry-level, Hourly Job Performance* 51
JOHNSON, JEFF W. *Linking Employee Perception of Service Climate to Customer Satisfaction* 831
JOHNSON, JULIE F. (See Mumford) 361
JOHNSON, RAYMOND (See Ryan) 853
KLAAS, BRIAN S., and MCCLENDON, JOHN A. *To Lead, Lag, or Match: Estimating the Financial Impact of Pay Level Policies* 121
KRISTOF, AMY L. *Person-Organization Fit: An Integrative Review of its Conceptualizations, Measurement, and Implications* 1
MAEL, FRED A., CONNERLEY, MARY, and MORATH, RAY A. *None of Your Business: Parameters of Biodata Invasiveness* 613
MAULAN, WADE (See Mone) 103
MCCLENDON, JOHN A. (See Klaas) 121
MEDSKER, GINA J. (See Campion) 429
MILKOVICH, GEORGE T. (See Sturman) 883
MONE, MARK A., MUELLER, GEORGE C., and MAULAN, WADE *The Perceptions and Usage of Statistical Power in Applied Psychology and Management Research* 103
MORATH, RAY A. (See Mael) 613
MUELLER, GEORGE C. (See Mone) 103
MUMFORD, MICHAEL D., COSTANZA, DAVID P., CONNELLY, MARY SHANE, and JOHNSON, JULIE F. *Item Generation Procedures and Background Data Scales: Implications for Construct and Criterion-Related Validity* 361
OVERTON, RANDALL C., TAYLOR, L. ROGERS, ZICKAR, MICHAEL J., and HARMS, HARVEY J. *The Pen-Based Computer as an Alternative Platform for Test Administration* 455
PAPPER, ELLEN M. (See Campion) 429
PETERS, LAWRENCE H. (See Varma) 341
PULAKOS, ELAINE D., SCHMITT, NEAL, WHITNEY, DAVID, and SMITH, MATTHEW *Individual Differences in Interviewer Ratings: The Impact of Standardization, Consensus Discussion, and Sampling Error on the Validity of a Structured Interview* 85
REILLY, RICHARD R., SMITHER, JAMES W., and VASILOPOULOS, NICHOLAS L. *A Longitudinal Study of Upward Feedback* 599
ROTH, LAWRENCE (See Sackett) 549
RUPINSKI, MELVIN T. (See Burke) 573
RYAN, ANN MARIE and SCHMIT, MARK J. *Calculating EEO Statistics in the Temporary Help Industry* 167

RYAN, ANN MARIE, SCHMIT, MARK J., and JOHNSON, RAYMOND *Attitudes and Effectiveness: Examining Relations at an Organizational Level* 853
SACKETT, PAUL R. (See Yang) 651
SACKETT, PAUL R. (See Wilk) 937
SACKETT, PAUL R., and ROTH, LAWRENCE *Multi-Stage Selection Strategies: A Monte Carlo Investigation of Effects On Performance and Minority Hiring* 549
SACKETT, PAUL R., and WANEK, JAMES E. *New Developments in the Use of Measures of Honesty, Integrity, Conscientiousness, Dependability, Trustworthiness, and Reliability for Personnel Selection.* 787
SALAS, EDUARDO (See Smith-Jentsch) 909
SCHMIT, MARK J. (See Ryan) 167
SCHMIT, MARK J. (See Ryan) 853
SCHMITT, NEAL (See Pulakos) 85
SCHNEIDER, BENJAMIN, ASHWORTH, STEVEN D., HIGGS, A. CATHERINE, and CARR, LINDA *Design, Validity, and Use of Strategically Focused Employee Attitude Surveys* 695
SMITH-JENTSCH, KIMBERLY A., SALAS, EDUARDO, and BAKER, DAVID P. *Training Team Performance-Related Assertiveness* 909
SMITH, MATTHEW (See Pulakos) 85
SMITHER, JAMES W. (See Reilly) 599
STETZER, ADAM (See Hofmann) 307
STEWART, GREG L., CARSON, KENNETH P., and CARDY, ROBERT L. *The Joint Effects of Conscientiousness and Self-Leadership Training on Employee Self-Directed Behavior in a Service Setting* 143
STURMAN, MICHAEL C., HANNON, JOHN M., and MILKOVICH, GEORGE T. *Computerized Decision Aids for Flexible Benefits Decisions: The Effects of an Expert System and Decision Support System on Employee Intentions and Satisfaction with Benefits* 883
TAYLOR, L. ROGERS (See Overton) 455
VARMA, ARUP, DENISI, ANGELO S., and PETERS, LAWRENCE H. *Interpersonal Affect and Performance Appraisal: A Field Study* 341
VASILOPOULOS, NICHOLAS L. (See Reilly) 599
WANEK, JAMES E. (See Sackett) 787
WELLS, MARTIN T. (See Erez) 275
WHITNEY, DAVID (See Pulakos) 85
WILK, STEFFANIE L. and SACKETT, PAUL R. *Longitudinal Analysis of Ability-Job Complexity Fit and Job Change* 937
YANG, HYUCKSEUNG, SACKETT, PAUL R., and ARVEY, RICHARD D. *Statistical Power and Cost in Training Evaluation: Some New Considerations* 651
ZICKAR, MICHAEL J. (See Overton) 455

Book Reviews

AAMODT, MICHAEL G. *Applied Industrial/Organizational Psychology (2nd ed.).*
Reviewed by Céleste M. Brotheridge 528
AUERBACH, ALAN. *The World of Work: An Introduction to Industrial/Organizational Psychology.*
Reviewed by David W. Denton 1039
BENNIS, WARREN, PARIKH, JAGDISH, and LESSEM, RONNIE. *Beyond Leadership: Balancing Economics, Ethics and Ecology.*
Reviewed by Phyllis M. Herrin 224
BOYATZIS RICHARD E., COWEN SCOTT S., KOLB DAVID A., and ASSOCIATES. *Innovation in Professional Education: Steps on a Journey from Teaching to Learning.*
Reviewed by Daniel J. Gallagher and Marya L. Leatherwood... 749
BREWER, NEIL and WILSON, CARLENE. *Psychology and Policing.*
Reviewed by Alan Auerbach 1011
BROWN, DAVID B. *Technimanagement: The Human Side of the Technical Organization.*
Reviewed by Anthony T. Dalessio 481
COHEN-ROSENTHAL, EDWARD. *Unions, Management, and Quality: Opportunities for Innovation and Excellence.*
Reviewed by M. Peter Scontrino 191
COLES, NICHOLAS and ORESICK, PETER (Editors). *For a Living: The Poetry of Work.*
Reviewed by Janet Lembke 732
CONOLEY, JANE CLOSE, and IMPARA, JAMES C. (Editors) and MURPHY, LINDA L. (Managing Editor). *The Twelfth Mental Measurements Yearbook.*
Reviewed by John W. Fleenor 1022
COOPER, CARY L., and ROBERTSON, IVAN T. (Eds.). *International Review of Industrial and Organizational Psychology 1995, Volume 10.*
Reviewed by Stephen B. Knouse 260
CYR, DIANNE J. *The Human Resource Challenge of International Joint Ventures.*
Reviewed by Jone L. Pearce 717
DESCRIPTIONS NOW! FOR WINDOWS (RELEASE 3.0). [Software]
Reviewed by Alan Clardy 536
DOLAN, SHIMON L., and SCHULER, RANDALL S. *Human Resource Management: The Canadian Dynamic.*
Reviewed by Alan F. Auerbach 524
DONNELLON, ANNE. *Team Talk: The Power of Language in Team Dynamics.*
Reviewed by Robert G. Jones 1007

DOWNS, ALAN. *Corporate Executions: The Ugly Truth About Layoffs – How Corporate Greed Is Shattering Lives, Companies, and Communities.*
Reviewed by Robert D. Dugan and Jeffrey M. Beaubien 998
FINK, ARLENE (Editor). *The Survey Kit (Volumes 1-9).*
Reviewed by Patrick R. Powaser 1019
FREEDMAN, WARREN. *Internal Company Investigations and the Employment Relationship*
Reviewed by Gary B. Brumback 243
GALBRAITH, JAY R. *Designing Organizations: An Executive Briefing on Strategy, Structure, and Process.*
Reviewed by Victoria Buenger 490
GOLEMAN, DANIEL. *Emotional Intelligence.*
Reviewed by Richard Blackburn 711
GRAHAM, LAURIE. *On the Line at Subaru-Isuzu: The Japanese Model and the American Worker.*
Reviewed by Richard L. Smith 714
GROSS, STEVEN E. *Compensation for Teams: How to Design and Implement Team-Based Reward Programs.*
Reviewed by Edilberto F. Montemayor 1016
GUTEK, BARBARA A. *The Dynamics of Service: Reflections on the Changing Nature of Customer/Provider Interactions.*
Reviewed by Alan Clardy 1030
HARRIS, DOUGLAS H. (Ed.). *Organizational Linkages: Understanding the Productivity Paradox.*
Reviewed by Ira J. Morrow 194
HELGESEN, SALLY. *The Web of Inclusion: A New Architecture for Building Great Organizations.*
Reviewed by Phyllis M. Herrin 759
HENDRY, CHRIS, ARTHUR, MICHAEL B., and JONES, ALAN M. *Strategy Through People: Adaptation and Learning in the Small-Medium Enterprise.*
Reviewed by Victoria Buenger 1001
HERRIOT, PETER and PEMBERTON, CAROLE. *Competitive Advantage Through Diversity: Organizational Learning from Difference.*
Reviewed by Sandra A. McIntire 233
HESSELBEIN, FRANCES, MARSHALL, GOLDSMITH, and BECKHARD, RICHARD (Editors). *The Leader of the Future: New Visions, Strategies, and Practices for the Next Era.*
Reviewed by Stephen A. Laser 991
HORNSTEIN, HARVEY A. *Brutal Bosses and Their Prey.*
Reviewed by Lynn K. Harland 730
HOWARD, ANN (Ed.). *The Changing Nature of Work.*
Reviewed by Gary W. Yunker 508
HUDDLESTON, KATHRYN. *Back on the Quality Track: How Organizations Derailed and Recovered.*
Reviewed by Rick Tallarigo 762

HUNT, EARL. *Will We Be Smart Enough? A Cognitive Analysis of the Coming Workforce.*
Reviewed by Malcolm James Ree 766
HUPP, TONI with POLAK, CRAIG and WESTGAARD, ODIN. *Designing Work Groups, Jobs, and Work Flow.*
Reviewed by Anthony R. Montebello 492
ILLES, LOUISE MOSER. *Sizing Down: Chronicle of a Plant Closing.*
Reviewed by Mitchell Lee Marks 754
JACOBS, RONALD L., and JONES, MICHAEL J. *Structured On-the-Job Training: Unleashing Employee Expertise in the Workplace.*
Reviewed by Lynn Summers 531
KANUNGO, RABINDRA N., and MENDONCA, MANUEL. *Ethical Dimensions of Leadership.*
Reviewed by Anthony F. Buono 994
KEIDEL, ROBERT. *Seeing Organizational Patterns: A New Theory and Language of Organizational Design.*
Reviewed by John Ogilvie and Diana Stork 218
KETS DE VRIES, MANFRED F. R. *Life and Death in the Executive Fast Lane: Essays on Irrational Organizations and Their Leaders.*
Reviewed by Joyce E. A. Russell 743
KIMELDORF, MARTIN. *Serious Play: A Leisure Wellness Guidebook.*
Reviewed by Joyce E.A. Russell 246
KOSLOWSKY, MENI, KLUGER, AVRAHAM N., and REICH, MORDECHAI. *Commuting Stress: Causes, Effects, and Methods of Coping.*
Reviewed by Gary Yunker 1014
KOTTER, JOHN P. *The New Rules: How to Succeed in Today's Post-Corporate World.*
Reviewed by Mark L. Lengnick-Hall 746
KWOLEK-FOLLAND, ANGEL. *Engendering Business: Men and Women in the Corporate Office, 1870–1930.*
Reviewed by Rudolph Sanchez and Janet L. Kottke 231
LAWLER, EDWARD E. III, SUSAN ALBERS MOHRMAN, and GERALD E. LEDFORD JR. *Creating High Performance Organizations: Practices and Results of Employee Involvement and Total Quality Management in Fortune 1000 Companies.*
Reviewed by Lee J. Konczak 495
LONDON, MANUEL (Ed.). *Employees, Careers, and Job Creation: Developing Growth-Oriented Human Resource Strategies and Programs.*
Reviewed by Stephen A. Laser 504
LOTT, BERNICE, and MALUSO, DIANE (Editors). *The Social Psychology of Interpersonal Discrimination.*
Reviewed by Janell A. Gilbert and Janet L. Kottke 1004
MAGID, RENE Y. with CODKIND, MELISSA M. *Work and Personal Life: Managing the Issues.*
Reviewed by Joyce E.A. Russell 246

MCINTIRE, SANDRA, MARY ANN BUCKLAN, and DEONDA SCOTT. *Job Analysis Kit.*
Reviewed by Diane McNamara and John R. Ogilvie 769
MERRON, KEITH. *Riding the Wave: Designing Your Organization's Architecture for Enduring Success.*
Reviewed by Rick S. Tallarigo 214
MIDLER, CHRISTOPHE. *L'auto qui n'existait pas. Management des projets et transformation de l'entreprise.*
Reviewed by Maurice de Montmollin 212
MORIN, WILLIAM J. *Silent Sabotage: Rescuing Our Careers, Our Companies, and Our Lives From the Creeping Paralysis of Anger and Bitterness.*
Reviewed by Robert D. Dugan and Jeffrey M. Beaubien 475
MURPHY, KEVIN R., and CLEVELAND, JEANETTE. *Understanding Performance Appraisal: Social, Organizational, and Goal-Based Perspectives.*
Reviewed by John Lust 511
MYERS, M. SCOTT. *Rhymes of the Ancient Manager: Leadership in the New Age.*
Reviewed by Henry F. Houser 263
NADLER, GERALD, and HIBINO, SHOZO with FARRELL, JOHN. *Creative Solution Finding: The Triumph of Full-Spectrum Creativity Over Conventional Thinking.*
Reviewed by David Hardy 514
NAVRAN, FRANK. *Truth and Trust: The First Two Victims of Downsizing.*
Reviewed by William F. Grossnickle 756
NEWELL, SUSAN. *The Healthy Organization: Fairness, Ethics and Effective Management.*
Reviewed by Ira J. Morrow 726
NICHOLSON, NIGEL (Editor). SCHULER, RANDALL S. and VAN DE VEN, ANDREW H. (Advisory Editors). *The Blackwell Encyclopedic Dictionary of Organizational Behavior.*
Reviewed by Robert Fitzpatrick 724
NILSON, CAROLYN. *Games That Drive Change.*
Reviewed by Littleton M. Maxwell 517
NONAKA, IKUJIRO and TAKEUCHI, HIROTAKA. *The Knowledge-Creating Company: How Japanese Companies Create the Dynamics of Innovation.*
Reviewed by Anthony F. Buono 185
O'BRIEN, THOMAS G., and CHARLTON, SAMUEL G. (Editors). *Handbook of Human Factors Testing and Evaluation.*
Reviewed by Dennis C. Wightman 1034
PAREEK, UDAI. *Beyond Management: Essays on Institution Building and Related Topics (2nd ed.).*
Reviewed by V.K. Kumar and Lisa Floreck 221

PERKINS, DAVID. *Outsmarting IQ: The Emerging Science of Learnable Intelligence.*
Reviewed by Norman R. Hertz 520
PINFIELD, LAWRENCE T. *The Operation of Internal Labor Markets: Staffing Practices and Vacancy Chains.*
Reviewed by John Lawler 1025
POWERTRAIN: CBT PUBLISHER'S KIT (VERSION 2). [Software]
Reviewed by George Piskurich 264
ROBINSON, DANA GAINES and ROBINSON, JAMES C. *Performance Consulting: Moving Beyond Training.*
Reviewed by Robert Fitzpatrick 188
ROSENFELD, PAUL, GIACALONE, ROBERT A., and RIORDAN, CATHERINE A. *Impression Management in Organizations: Theory, Measurement, Practice.*
Reviewed by Stephen B. Knouse 721
ROUSSEAU, DENISE M. *Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements.*
Reviewed by Susan Phelps 487
RUSHTON, J. PHILIPPE. *Race, Evolution, and Behavior.*
Reviewed by Malcolm James Ree 250
SAUTER, STEVEN L., and MURPHY, LAWRENCE R. (Eds.). *Organizational Risk Factors for Job Stress.*
Reviewed by Paul E. Spector 502
SHACKLETON, VIV. *Business Leadership.*
Reviewed by M. Peter Scontrino 740
SHAPIRO, EILEEN C. *Fad Surfing in the Boardroom: Reclaiming the Courage to Manage in the Age of Instant Answers.*
Reviewed by George M. Piskurich 752
SIEG, ALBERT L. with BENNETT, STEVEN J. *The Tokyo Chronicles: An American Gaijin Reveals the Hidden Truths of Japanese Life and Business.*
Reviewed by Mark L. Lengnick-Hall 209
SIMONTON, DEAN KEITH. *Greatness: Who Makes History and Why.*
Reviewed by Malcolm James Ree 1028
SLOWIK, DONALD W. *Universal Interviewing and Communications: Preemployment Application.*
Reviewed by Stephen A. Laser 240
SPECTOR, PAUL. *Industrial/Organizational Psychology.*
Reviewed by Jody Toquam and Jennifer Macaulay 254
SPENCE, JANET T. (Editor), DARLEY, JOHN M., and FOSS, DONALD J. Associate Editors). *Annual Review of Psychology (Volume 47).*
Reviewed by Lynn Summers 773
STAMP, DANIEL. *The Invisible Assembly Line: Boosting White Collar Productivity in the New Economy.*
Reviewed by William E. Coleman 771

STATMOST 3.0 FOR WINDOWS: STATISTICAL ANALYSIS AND GRAPHICS [Software]
Reviewed by Steven G. Rogelberg 1048
STATVIEW FOR THE MACINTOSH (VERSION 4.1). [Software]
Reviewed by John W. Fleenor 267
STERNBERG, ROBERT J.and LUBART, TODD I. *Defying the Crowd: Cultivating Creativity in a Culture of Conformity.*
Reviewed by Richard Blackburn 197
TAYLOR, PAUL J., and O'DRISCOLL, MICHAEL P. *Structured Employment Interviewing.*
Reviewed by David W. Denton 236
TEDESCHI, JAMES T., and FELSON, RICHARD B. *Violence, Aggression and Coercive Actions.*
Reviewed by Lynne Andersson and Christine Pearson 499
TERRY, ROGER. *Economic Insanity: How Growth-Driven Capitalism is Devouring the American Dream.*
Reviewed by Gary B. Brumback 736
THE ASSISTAT (VERSION 1.0). [Software]
Reviewed by Chockalingam Viswesvaran 534
THOMPSON JAMES D. *Organizations in Action.* [In Retrospect]. ... 776
TRIANDIS, HARRY C. *Individualism and Collectivism.*
Reviewed by Borje O. Saxberg 521
TRIANDIS, HARRY C., DUNNETTE, MARVIN D., and HOUGH, LEATTA M. (Eds.). *Handbook of Industrial and Organizational Psychology, Volume 4 (2nd edition).*
Reviewed by Kelley M. Barrett 202
TROMPENAARS, FONS. *Riding the Waves of Culture: Understanding Diversity in Global Business.*
Reviewed by Daniel Gallagher 228
ULICH, EBERHARD. *Arbeitspsychologie.*
Reviewed by Eva Bamberg 257
VANCE, MIKE, and DEACON, DIANE. *Think Out of the Box.*
Reviewed by David Hardy 1036
WEISS, ALAN. *Our Emperors Have No Clothes.*
Reviewed by Dennis C. Wightman 478
WEISS, DONALD H. *Fair, Square and Legal: Safe Hiring, Managing and Firing Practices to Keep You and Your Company Out of Court (revised edition).*
Reviewed by Paul J. Gudel 484
WEVER, KIRSTEN S. *Negotiating Competitiveness: Employment Relations and Organizational Innovation in Germany and the United States.*
Reviewed by John J. Lawler 469
WRIGHT, ROBERT. *The Moral Animal: Why We Are the Way We Are: The New Science of Evolutionary Psychology.*
Reviewed by Robert Hogan 472

WRIGHT, ROBERT. *The Moral Animal: Why We Are the Way We Are: The New Science of Evolutionary Psychology.*
Reader's Commentary by Edwin A. Locke 1043
Reviewer's Response by Robert Hogan. [Counterpoint]..... 1045
ZIGARELLI, MICHAEL A. *Can They Do That? A Guide to Your Rights on the Job.*
Reviewed by Gary B. Brumback 243
20/20 INSIGHT (VERSION 2.1 FOR WINDOWS) [Software].
Reviewed by Anthony T. Dalessio 1050